

The Beach Breeze

A Newsletter for City of Miami Beach Employees

We Put Our



Customers First
Every Day!

At Your Service!

Award Winners



August 2001

Bob King

Utility Billing Supervisor
Finance/Revenue



September 2001

Lyssette Rivera-
Cripps

Community Develop-
ment Block Grant
Project Coordinator
Neighborhood Services



Customer Service Week a Success!

The City of Miami Beach commemorated exemplary customer service in a week-long celebration paying homage to all who provide, develop and enhance superior internal and external customer service. Various scheduled events throughout the week spotlighted individual and departmental achievements and comraderie in the area of customer service. Events such as an Open House, where departments were asked to decorate their offices with unique customer service regalia as well as network and learn about customer service initiatives, were enjoyed by all. Congratulations go out to the City Clerk's Office for garnering the victory in this category.

A raffle for stories was also held where employees were asked to share their customer service stories in a creative and unique way. Eric Wardle, Assistant Director of Code Compliance, won the contest with a comical submission titled "The Great Chicken Chaser Caper." Eric's story can still be seen at City Hall, at the Employee Lounge entrance.

A Wall of Fame was also on display, highlighting previous At Your Service! and Neighborhoods First customer service winners from October 2000 to the present. A roaming Pinata Celebration also proved to be quite enjoyable as wonderful customer service theme prizes were hidden inside large pinatas. A special "thank you" goes out to Diane Anton, Florence Cohen, Janet Camano Lopez and Nannette Rodriguez whose diligence and hard work helped make this event truly successful. We can't wait for next year!



Getting "NSYNC" At the Beach



Pop music's ultimate boy band *NSYNC wowed a jubilant Miami Beach crowd. Find out all the details on page 4.

City of Miami Beach Mission

"We are committed to providing excellent public service and safety to all who live, work, and play in our vibrant, tropical, historic community."

Values:

- ! We maintain the City of Miami Beach as a world-class city.
- ! We work as a cooperative team of well-trained professionals.
- ! We serve the public with dignity and respect.
- ! We conduct the business of the City with honesty, integrity, and dedication.
- ! We are ambassadors of good will to our residents, visitors, and the business community.



State of the City Address "Setting Solutions for the Future"

On September 11th, our world and our lives were changed in a way no one could ever have imagined. Fortunately, the City of Miami Beach has strong and resilient fundamentals that will uniquely position us to survive and recover from these world events. Traditionally we have been the last to be affected by economic downturns, and the first to recover from them. We are in a very sound fiscal condition with strong reserves and with a \$92 million bond issue that was approved by the voters in November 1999. This issue has been leveraged into a \$400 million capital improvements program that will positively impact our economy over the next five years. Not only providing for needed infrastructure improvements but also creating hundreds of jobs within our city.

Public safety remains a top priority for the City, and while we coordinate all hazardous material calls with Miami-Dade County, we have established a Public Safety Task Force to ensure a coordinated and holistic approach to address the challenges and threats that we face in a post September 11th world.

While we have made great strides in diversifying our economic base, by attracting more than \$2 billion of new private investment in the retail, commercial, cultural and entertainment industries over the past few years, the recent world events have made it abundantly clear to me that we are still heavily dependent on our tourism economy. It is a major element of our economic fabric that we may have taken for granted.

Unfortunately, our businesses and our economy have suffered. To what degree and for how long is still to be determined. But while every city in America has been affected in varying ways, Miami Beach has been uniquely impacted because of the significant importance of the tourism and aviation industries to our City. On a positive note, hospitality analysts report that the South Florida region is one of the most resilient markets in the country, and that Miami Beach is the most resilient sub-market in this region.

In light of the impact on our community, the City Commission moved quickly and aggressively to develop and set solutions for the future. On October 1st, a major Tourism and Economic Summit was held, bringing together for the first time all of the key players in our tourism economy - locally and regionally along with our social service organizations - to explore and discuss possible solutions. More than 150 persons attended to make comments and offer suggestions. That evening, the City unveiled a local economic stimulus package to immediately help our businesses, which has been added to since then, to include the hugely successful Veterans Day weekend celebration culminating with the 'NSYNC and Friends Benefit Concert.

We have also established a relationship with the Florida Lottery that will allow us to leverage the marketing reach of the lottery with Miami Beach's popularity. This partnership will include participation by the City's businesses in the Lottery's statewide "Stay Here Play Here" promotion, as well as a Miami Beach-theme scratch-off game in 2002.

We recently implemented a new film and print incentive program, and, although Art Basel has been postponed for a year, we are moving forward with our ArtsBeach event in December and — believe it or not, a collection of site specific installations and works organized by and exhibited in our new Bass Museum of Art opening on December 12th.

Although our city has changed quite a bit since September 11th, our core resources have not. Our infrastructure, our natural resources and our greatest asset, our people - our residents, our business owners and our workforce, remain in place.

Ours is a strong and resilient community that has risen from every downturn and met every challenge only to come out stronger and better than before. We endured the impact of the riots and the Cuban Mariel boatlift in the 1980s and saw a revitalization of our community that is still ongoing. Hurricane Andrew in 1992 blew through South Florida, and while we were spared the brunt of its force, our region was devastated. But from that we saw an incredible reinvestment in our historic and residential areas resulting in large part in the exponential growth of our tax base and our economy.

The resolve of our nation and our community is once again being tested. Our future is unclear and the story of our city is still being written. Unfortunately, as is too often the case it takes a disaster to bring people together as a community — but we have come together before and we have shown an ability to work toward a common good. We are our greatest assets and we will meet the challenge.

As many of you know, I recently completed my first year as your City Manager. The past year has been one of transition not only for me personally, but for the City as well. But having made the transition, I believe we are better positioned today to deal with the challenges and opportunities that lie ahead and to continue "setting solutions for the future."

CITY OF MIAMI BEACH Beach Breeze

Mayor

David Dermer

Commissioners

Matti Herrera Bower

Simon Cruz

Luis R. Garcia, Jr.

Saul Gross

Jose Smith

Richard L. Steinberg

City Manager

Jorge M. Gonzalez

Assistant City Managers

Mayra Diaz Buttacavoli

Christina Cuervo

Robert Middaugh

Neighborhood Services

Director

Vivian Guzman

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Call 305-673-7575/VOICE to request material in accessible format, sign language interpreter (five days in advance), or information on access for persons with disabilities.

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In keeping with my initiative to keep the lines of communications open between me and you, I began this column as a forum for you, the employees, to ask me questions of interest to you regarding the City.

Submit your questions to "Just Ask!," either via email to pjo@ci.miami-beach.fl.us, fax to 305-673-7229, cc:mail to Janet Camano Lopez or inter-office mail to PIO/City Hall. Questions can be submitted anonymously.

I look forward to hearing from you.

Jorge M. Gonzalez
City Manager

CUSTOMERS FIRST FOR GOVERNMENT

SET YOUR STANDARDS FOR QUALITY SERVICE

To ensure your customers receive the highest level of service possible:

- Know who your customers are and what they want from your department.
- Learn the City's customer service vision and how your work contributes to its success.
- Be accountable to your customers by meeting their needs and deadlines-not yours.
- Respond promptly to customers' inquiries, concerns or requests.
- Continuously strive to improve delivery of services by making and suggesting improvements.
- Always come up with solutions to assist your customers, rather than passing them off to the next person.

Remember, you can set the standard for providing quality service in your department by following these simple guidelines. While it won't happen overnight, you can rest assured that your efforts to provide quality service to customers will result in their satisfaction in the long run.

Q: I have a difficult time taking my allotted "must use" time within the year deadline. Is there a way to extend the time in which I must use these days without losing them?

A: The City Commission has just passed an ordinance amending the City's "must use" policy. Under the previous system, an employee must use all annual leave accrued during the previous year. This meant that an employee would have to use from 96 hours to 176 hours of annual leave, depending on the employee's years of service, within the following year. Under the new system, the "must use" time based on the previous year's accrual is eliminated and replaced with a maximum of 360 hours of annual leave to be taken by the end of each payroll year. This provides employees with more flexibility in using vacation leave as well as giving departments more latitude in their ability to grant such leave. The amendment ensures a system which is fair and consistent for all employees.



Art Deco Weekend
Ocean Drive
January 18, 19 & 20, 2002



28th Annual Miami Beach Festival of the Arts

Ocean Terrace, Collins Avenue at 73 Street
February 9-10, 2002


"Writing Pointers"

When editing letters and documents, remember to cut out lifeless, passive verbs and replace them with strong active verbs. Cut out all excess words, cliches or over-worked expressions and work on making your sentences convey their meaning more effectively.



TECH TALK

When using any of the programs in Microsoft Office, such as Word, Excel, Access or Powerpoint, the Office Assistant is a great tutorial tool. When in doubt on how to perform a specific function,

click on the  symbol in the upper right hand portion of the toolbar and type in your question. The Office Assistant can answer your questions, offer tips, and provide help for a variety of features specific to the Office program you are in. Don't stay stuck, stay informed!

T · E · A · M · W · O · R · K

Never doubt that a small group of thoughtful, committed people can change the world. Indeed, it is the only thing that ever has.

-Margaret Mead

Management PRINCIPLES

Leadership Skills 101

- Do not procrastinate. There's no time better than the present to do what needs to be done!
- Constantly prioritize your work throughout the day and do the most important things first. Save less important tasks for times when you have caught up with the most urgent issues.
- Don't wait for others to make the first move. When something needs to be done, just get out there and do it!
- Be a participant, not a spectator. You'll achieve your professional and personal goals quicker and you'll be happier and more productive.
- Take advantage of opportunities quickly. You may not get a second chance!
- Always listen to those around you, taking into consideration their point of view even if it differs from yours.



City of Miami Beach "NSYNC" with Charities

On Veterans Day, November 11, 2001, beautiful South Beach was taken over by armies of screaming teenagers and adulating fans as pop music's ultimate boy band, *NSYNC, took the stage for a free benefit concert. With the clear, blue ocean and sandy beaches serving as the perfect backdrop, the world renowned mega group entertained more than 150,000 ecstatic fans eager to see and hear Lance, Joey, J.C., Justin and Chris. The concert, which also included an array of performers such as Deborah Gibson, Tito Puente, Jr., Deborah Cox and the New Miami Sound Machine among others, was a salute to the heroic New York police and fire departments with proceeds from the limited VIP seating tickets, concessions and souvenir programs benefitting the families of the victims of the September 11 terrorist attacks. The concert, arranged by the City of Miami Beach and the Ocean Drive Association, also provided a much-needed boost for the local economy left suffering after the terrorist attacks.

"This event further demonstrates Miami Beach's position as the center of the entertainment industry in Florida. And coming 60 days after the tragic occurrences, provides a wonderful opportunity for our citizens to show their support," said former Miami Beach Mayor Neisen O. Kasdin.

As a Florida-based group, *NSYNC was motivated to donate their artists fees for this benefit as a recognition of the importance and strength of the relationship between New York and Florida. In addition, the free concert was a gift to the fans that were disappointed by two rained-out scheduled concerts at Pro Player Stadium.

In order to assure that planning and resources were appropriately allocated during the Veteran's Day weekend, The City implemented its Major Events Plan, which includes the Goodwill Ambassador program as a vital component, beginning on Friday, November 9 through Monday, November 12, 2001. The Goodwill Ambassador program, made up of city employees and resident volunteers, had a tremendously positive impact on the success of the event. Through their diligence and dedication, volunteers helped to assist concertgoers with an array of difficulties as well as diffuse possibly incendiary situations. Their commitment to this noble cause deserves high praise. A resounding "thank you" goes out to all who participated and gave of their time so unselfishly for this truly worthwhile endeavor. Way to go!

As a result of this event, over \$1,200,000 was donated to the families of the victims of the September 11th terrorist attacks. Thank you to all of the city employees who graciously volunteered their time and effort and to all whose diligence and hard work helped make this event a success.



Goodwill Ambassadors, NSYNC Benefit Concert

Security Measures Heightened

The City would like to assure all employees that every precaution is being pursued to insure the welfare of everyone who works, lives and visits the City. The City has created an action plan which calls for greater security throughout the neighborhoods and City government facilities. While many of these initiatives may create inconveniences, it is pivotal that everyone recognize the greater need for the implementation of such measures. All incoming mail to City Hall will be opened and inspected prior to delivery to their final destination. Additional security checkpoints have been set up, mandating the need for all employees to have their

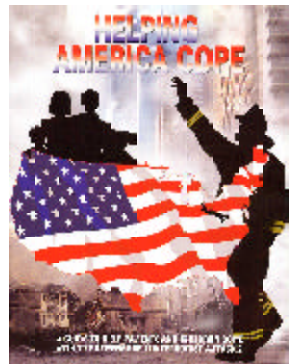


city identification with them at all times. Also among the security enhancements is the formation of a Miami Beach Task Force on Public Safety. Police has increased patrols throughout the City as well as in certain locations deemed sensitive. The City has been actively participating in the countywide Terrorism Response System Plan and the Southeast Regional Anti-Terrorism Task Force. If you have any information regarding a crime, contact the Miami Beach Police at 305-673-7900.

**Courage does not
always roar.
Sometimes, it is
the quiet voice at
the end of the day
saying "I will try
again tomorrow
I will persevere
tomorrow"**

Book Helps Parents and Children Deal with Feelings After September 11

Two parent-child experts, Annette La Greca, Ph.D., Professor of Psychology and Pediatrics of the University of Miami, and Elaine Sevin, former Miami-Dade County school teacher, president of 7-Dippity, Inc. and long-time Miami Beach resident, have brought their expertise together to produce a workbook for parents and children that engages children in workbook activities and strategies that will assist them cope with their behaviors and feelings in the wake of the September 11th attacks. The books are free, while supplies last. The Miami Beach Fire Department, represented on the cover of the book, will distribute copies to Miami Beach schools through its public education division.



To obtain a free copy, contact 1-866-734-7748 or fax a request to 305-443-3033 or via email to info@7-dippity.com.



"Reel" News

Miami Beach has long been a favorite destination for movie production companies, providing a tropical yet sophisticated and hip background for a multitude of Hollywood scripts. Once again, Hollywood prepares to spotlight our city in their upcoming movie releases of:

Ali

Release Date:
Christmas Day

Starring Will Smith, Jamie Foxx and Jon Voight among others, this film is a sweeping biopic of sports legend Muhammad Ali from his early days through his victories in the ring. Movie features key locations in Miami Beach where Ali trained in real life.

All About the Benjamins

Release Date:
January 2002

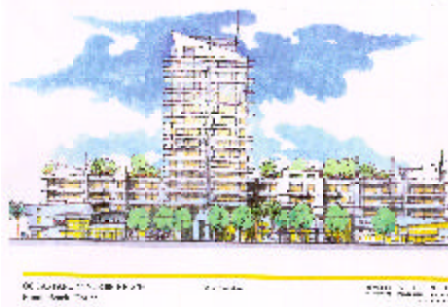
Starring Ice Cube and Mike Epps, this film follows a bounty hunter in pursuit of a bail jumper (Epps), both of whom end up in the middle of a major diamond heist. The film prominently features our very own Washington Avenue.

The film industry provides a vibrant influx to our local economy, bringing with it a resurgence of capital and notoriety. It also employs many of our local residents. Test your Miami Beach I.Q. and see how many locales you can spot in these movies!



72nd Street Site Development Concept Presented

Since April 2001, the City Administration, the community and the developer have been working on a development concept for the 72nd Street Site that achieves the strategic objectives identified at the community charette held in June 2001. Last month, approximately 200 persons attended a community meeting to review a development concept. The current concept consists of a mixed-use project, with approximately 220 rental apartment units, 30,000-35,000 sq ft of restaurant, retail and services uses and 600 parking spaces.



Elevation
of 72nd
Street
Development
Concept

Code Compliance Officers Are on the Fast Track

In an effort to speed up enforcement efficiency, a team of Code Compliance Officers have joined the rank of bike patrol. Miami Beach is the first municipality in Miami-Dade County to initiate such a program. Five officers completed a vigorous three-day training with Miami Beach Police Bike Patrol officers last month.

Code Compliance's Bike Patrol Unit currently serves concentrated areas of the City which gives them the ability to respond faster to

Surveys conducted at the community meeting and testimony by the public indicate divided support for one of the three options: support the developer's development concept; support the developer's concept, subject to modifications; and no support for the developer's concept.

A Commission Workshop was held in mid-December and the developer was given direction to make revisions. For more information, contact the Planning Department at 305-673-7550.

calls. The bike patrol unit is mobilized on days and weekends throughout South Beach's Ocean Drive, Washington and Collins avenues, and Lincoln Road, coastal beach concession areas, and North Beach's 71st Street business district.



The bikes will save the City about \$5,000 a year in automobile maintenance costs. The Department will continue to expand its Bike Patrol service in the coming months.

Department Spotlight

This column features the responsibilities, goals and accomplishments of City teams.



(Front, l to r) Diego Goncalves, Lonna Cohan, Agi Long, Nelson Padin, Jack Haberthur and Glenna Higginbotham. (Back, l to r) Paul Mueller, Patrice Lawrence and Michael Gibson

AT YOUR SERVICE!

The **Log Cabin Plant Nursery and Training Center** is a non-profit retail plant nursery that hires adults with developmental disabilities, in order for these unique individuals to reach their full potential and lead independent, satisfying lives as members of the community.

The City of Miami Beach established the Log Cabin Plant Nursery / Activity Center in 1975 as a recreation program for individuals with developmental disabilities. Several years later to accommodate the changing needs of the program participants, the Center began offering educational training services to supplement the recreational programming. In 1983, Log Cabin Enterprises, Inc., was created as a separate not-for-profit corporation. Since then the Center has provided training and job placement services for adults with developmental, emotional, and/or physical disabilities, as well as, for individuals residing in public housing and receiving housing assistance.

The City of Miami Beach's Log Cabin Training Center/Plant Nursery is located at 8128 Collins Avenue, across from the North Shore Open Space Park and features a large retail nursery and greenhouse, where customers are welcome to browse, buy and take special horticultural classes, a propagation area, and an authentic log cabin which was built in the 1930s and is listed on the National Registry of Historic Places.

For more information, call 305-993-2008 or e-mail to logcab@bellsouth.net.

Nursery Hours

Monday -- Saturday: 9:00 a.m. - 5:00 p.m.
Sunday: 10:00 a.m. - 4:00 p.m.
Holiday Hours (11/23/01 -- 01/02/01)
Monday -- Sunday: 9:00 a.m. - 8:00 p.m.

Bayshore Golf Course Closes For Renovations

Bayshore Golf Course, located on Alton Road between Michigan and Chase avenues, closed on Monday, October 1, 2001 to begin a series of major renovations. Golfers are encouraged to tee-off at one of the City's two other facilities, Normandy Shores Golf Course and Par 3, during the construction period.

Renovations to the 118-acre golf course include a complete renovation/ reconstruction of the tees, greens, fairways, cart paths, bunkers, irrigation, landscaping and lake treatments. Additionally, a horizontal well system including a lined lake will be installed to collect water to be used for irrigation. A beautiful new clubhouse and golf course maintenance facility will also be built. It is anticipated that Bayshore will re-open for the winter



2002 season. The improvements will be valued at an estimated \$9.5 - \$10 million.

Also effective October 1, 2001, Normandy Shores Golf Course and Par 3 Golf Course will have the new management team of Professional Course Management, under the direction of its president, Johnny LaPonzina. LaPonzina is committed to upgrading and improving Normandy Shores Golf Course in the upcoming months. Special discounted rates will be available for Miami Beach residents and other discounts for South Florida residents.

Normandy Shores Golf Course is located at 2401 Biarritz Drive, Miami Beach. For additional information and tee times, call 305-868-6502.

City Manager Signs New IAFF Contract



Left to right: (standing) Human Resource Director T.C. Adderly, Human Resources Administrator II Linda Gonzalez, Executive Assistant to the City Manager Mary Greenwood and Fire Chief Floyd Jordan. (sitting) IAFF President Jack Richardson and City Manager Jorge M. Gonzalez.

Miami Beach Economic Stimulus Incentives Extended to January

As a result of the devastating events of September 11, 2001, the City of Miami Beach and its tourist-related industries and resident businesses have been adversely impacted. On October 17, 2001, the Miami Beach Mayor and Commission approved various measures to provide temporary relief while confidence is restored in the economy and the tourism industry and empowered the City Manager to extend the incentives offered for an additional 90-day period. These initiatives included a deferral of business-related fees, reduced parking and transportation costs, a contribution to the Greater Miami Convention and Visitors Bureau's "What Makes You Happy?" marketing campaign, and financial and logistical support for the free Veterans Day *NSYNC benefit concert, produced in conjunction with Ocean Drive Association, that generated over \$1,200,000 in proceeds to be donated to victims of the 9/11 terrorist attacks.

The City Manager has evaluated the response for the local business and tourism industries and determined that it would be in the best interest of the City to extend the following initiatives for an additional 60-day period from December 1, 2001 to January 31, 2002:

- Extend the deferral of payment for unpaid FY 2002 occupational license fees and unpaid FY 2002 sidewalk café fees abating any late payment fees and delinquency penalties in connection therewith.
- Extend the 20 percent discount offered on all denominations of Parking Smart Cards.
- Extend the Electrowave transportation service being provided at no charge after 9:00 p.m.

Additional initiatives the City has pursued to assist business and displaced workers include the following:

- One of the City's legislative priorities was the expansion of eligibility criteria for the Small Business Administration's Economic Injury Disaster Loan Program. This was accomplished on October 22 and the program was presented during a seminar at the Miami Beach Chamber of Commerce's Goals Conference on November 17, 2001.
- The Administration is in ongoing discussion with the Florida Lottery regarding the City's participation in the upcoming "Play and Stay Here" campaign and the creation of a Miami Beach themed scratch-off game.
- City staff is working with the Beacon Council and the Greater Miami and Convention Bureau on the implementation of a tracking system for unemployment/employment in all industry sectors similar to hotel occupancy tracking. This information will allow the City to target federal and state funding incentives that are available to distressed businesses and displaced workers.
- The Department of Code Compliance has deferred action or granting extensions of time on compliance for non-life safety or non-quality of life violations, and issuing courtesy notices, in lieu of violation notices, when feasible.
- The Building and Fire departments have enhanced services provided for plans review and inspection services on non-work hours; effectively, increasing hours and increasing efficiency to assist current projects.
- The City continues to work with the Hispanic Community Center's (Unidad) Workforce Miami Beach One-Stop Career Center, located at the 6th Street Community Center, to assist displaced workers.
- The City has updated its tourism link on the City website with special hospitality promotions throughout the City and initiating a "Why I Want to Vacation on Miami Beach" contest, with special prizes from local hotels and restaurants.
- The City of Miami Beach tourism hotline (305-673-7400) remains functional 24 hours a day/ seven days a week.
- The City is aggressively working with its lobbyists to access state and federal relief efforts that may be implemented.
- On October 17, the City Commission adopted film and production industry incentives.
- The City is positively impacting the local economy with over \$400 million of planned capital projects over the next five years.

In order to continue developing appropriate strategies to cope with this economic shock and its long-term implications, it is essential that the City understand how these attacks have impacted businesses and the industries during the first three months following the attack. The City is tracking economic indicators, such as unemployment, occupancy, resort tax, parking, and other revenue, to better assess the impact and recovery prospects. In addition, the City is conducting a survey of the local business community that will help identify needs and develop recommendations for presentation to all levels of government.

Nominate Someone for a Special Award!

Nominations are being accepted for **Special Awards** in the categories of **Valor, City Achievement, Civic and Safety.**

- The **Valor Award** is given for brave and courageous acts performed during or beyond the course of duties. It also involves exposure to extreme danger in saving and/or protecting lives and/or property.
- The **City Achievement Award** is given for specific contributions to the betterment of a department or City's operations in the form of development of new methods and/or procedures, ideas or suggestions resulting in the saving of time, labor and/or money
- The **Civic Award** is given to employees who in addition to valuable contributions to the City Service in the nature of continued loyal and efficient performance, have made vital and valuable contributions to the community or in the civic, educational, athletic and/or related fields within the Miami Beach community.
- The **Safety Award** is given for original ideas or suggestions on methods, procedures or equipment which, when implemented, resulted in a reduction of on-the-job injuries, or in the removal or reduction of a substantial safety hazard to employees.

If you have observed, or are aware of, outstanding acts or deeds which fall in any of the above categories, you may nominate any City employee to receive the recognition and praise they deserve. Winners will receive a \$100 U.S. Savings Bond while runners-up will receive \$50 Saving Bonds.

Applications are available in the Human Resources Department or you may contact Neville Johnson at extension 6145 for further details.

"All in the Family" News

If you would like to share news about your family in the next issue, please submit your information to 305-673-7229 or via cc: mail Janet Lopez before the 15th of the month.

Oh Joy! It's a Boy!

Tim Hemstreet, City Manager's Office, and his wife Pam welcomed into the world their bouncing boy, Nicholas George, on December 2. Nicholas weighed in at 5 lbs. 2 oz. Both mom and baby are doing well. Congratulations!



Shirley Thomas, Procurement, received an early morning delivery call as her 6 lbs. 13 oz. grandson came into the world. Shirley's daughter, Shaunte Thomas, is a Data Entry Clerk at the Police Department.

Congratulations to John Quade, Community Development, and his wife on the birth of their beautiful baby boy, Andrew John. Andrew made his grand entrance into the world on Sept. 10th, weighing in at 7 lbs. 3 oz., much to the joy of his older sister, 3 year-old Natalie.



Mickey Baez, I.T., and his wife Katina welcomed into the world their first child, Kevin Alejandro. Kevin weighed in a robust 8 lbs. and is happily being doted on by his loving parents.

Felicitations to Pola Solomich and the birth

of her 7.9 lbs. grand-nephew, Maxwell Omar Periu, on October 18th. Birthday greetings to Pola's grandniece Alexandra Victoria who is turning 3 years old. Both kids are



also Anna Lichtenstein's grandchildren.

Our Condolences to...

Our deepest sympathies to Commissioner Luis R. Garcia, Jr., on the passing of his beloved mother. Our prayers and best wishes are with him and his loved ones.

Our sincere condolences to the family of Sam Shelby, Public Works, who recently passed away in a motorcycle accident. Our sorrow is with the family.

Our sympathies to the family of Linda Rolle, Finance, who lost her brave fight with cancer on October 8. Our fondest thoughts go out to all of her loved ones.

Anna Lichtenstein lost her brave battle with cancer. We extend our prayers and sympathies to Anna's sister, Pola Solomich, Public Works and her entire family. Anna will be greatly missed.

Speedy Recovery

Heartfelt get-well wishes go out to Silvia Prieto, CiviCall, who is recovering from surgery. Silvia's cheerful voice and gentle demeanor is sorely missed! We hope to see her back very soon!

Best wishes on a speedy recovery to Jeanette Burney, Parks and Recreation, who has been battling a medical condition. Due to her condition, Jeanette has unfortunately used up her allotted sick time. Anyone wishing to donate time on her behalf, please contact Lori Johnson in Human Resources.

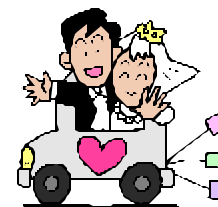
Thank Heaven for Little Girls!

John DePazos, CIP, is the proud "papa" to a 6 lbs. 3 oz. baby girl named Diana Victoria.

Vrinda Kumar, I.T., and her husband Ajoy are beaming with pride over their new 7 lbs. 4 oz. baby girl. The wonderful addition is the couple's first child. Congratulations!

Here Comes the Bride!

Congratulations to Brenda Perry and Larry Hartman, both from the Log Cabin, on their recent marriage. The inspirational couple tied the knot on November 17 in a traditional ceremony.



Setting a High Service Standard!

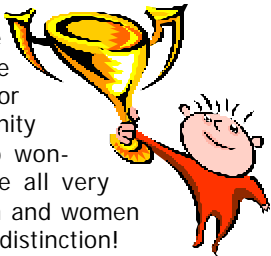
Congratulations to Lori Freedline, Police, whose son Joey Daoud was named the State of Florida Police Athletic League's Boy of the Year. At age 14, Joey has volunteered over 700 hours of community service time, making him richly deserving of this honor. For his prize, Joey won a full computer set-up and a \$4,000 college scholarship.



More Family News

Recognizing Our Local Heroes

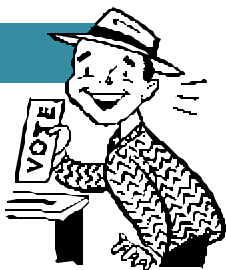
Congratulations to the Miami Beach Police and Fire Department, who received a touching proclamation from the students of Nautilus Middle on November 27. All of the students and staff signed the proclamation, wishing to honor the daily heroism and community service provided by the two wonderful departments. We are all very proud of our local brave men and women who serve our city with such distinction!



Congratulations to Miami Beach Fire Department Division Chief Tim Rice on graduating Magna Cum Laude from Barry University! Chief Rice received a bachelors degree in Public Administration and Fire Sciences.

Election 2001

A hearty congratulations to our newly elected Mayor David Dermer, re-elected commissioner Jose Smith and new commissioners Saul Gross and Richard A. Steinberg who join Commissioners Matti Bower, Luis R. Garcia, Jr. and Simon Cruz on the dais.







Thank You!

A special prayer goes out to those who are currently serving in our military. We will forever be grateful for their sacrifice and devotion.







Remember to check out the City's re-designed website at www.ci.miami-beach.fl.us! It's easier to use and contains more information than ever before. Let us know what you think by contacting Janet Lopez via cc:mail, email to pio@ci.miami-beach.fl.us, fax to 305-673-7229 or through interoffice mail.



Thank you to all of the departments who graciously participated in spreading cheer and goodwill throughout this holiday season. We can't wait for next year's incredible culinary treats!



Halloween 2001: A Monster Bash!



Team Training Sessions



**Meet Training Leader
Florence Cohan**

You may register for classes by calling the Human Resources RSVP line at extension 7277, or by cc:mail to Elena Cheung. Include employee ID # and phone #.

NEW EMPLOYEE ORIENTATION PROCESS IS CHANGING

Instead of holding separate classes throughout the month for new employees, we are combining them to provide a one-week program for all new employees. The topics are listed below. If an employee cannot attend every day of the Orientation, we can reschedule them for that session the following month.



*"Coming together is
a beginning...
Keeping together is
progress...
Working together
is a success."*

New Team Member Training Schedule

January 28-February 1, 2001

First Floor Conference Room, City Hall (unless otherwise denoted)

Day 1: Monday, 9:00 a.m. - 4:00 p.m.

Orientation to the City, Welcome, Mission, Values, Organization, Programs and Services Review of Employee Handbook and Employee Policies, Safety

Day 2: Tuesday, 9:00 a.m. - 4:00 p.m.

Insurance Benefits, Pension Plans, Credit Union, Deferred Compensation, Civicall, ADA-Programs and Services

Day 3: Wednesday, 9:00 a.m. - 4:00 p.m.

Customer Service Basics/Phone Etiquette Training Sexual Harassment, Alcohol/Drug Policy (required for holders of Commercial Drivers Licenses); Prevention of Workplace Violence

Day 4: Thursday, 8:30 a.m. - 4:00 p.m.

Employee Lounge, City Hall
City Tour; Review of City Services

Day 5: Friday, 9:00 a.m. - 4:00 p.m.

Workplace Diversity

February 26-March 1, 2002

Day 1: Monday, 9:00 a.m. - 4:00 p.m. (Location TBA)
Orientation to the City, Welcome, Mission, Values, Organization, Programs and Services Review of Employee Handbook and Employee Policies, Sexual Harassment, Alcohol/Drug Policy (required for holders of Commercial Drivers Licenses), Prevention of Workplace Violence

Day 2: Tuesday, 9:00 a.m. - 4:00 p.m.

Insurance Benefits, Pension Plans, Credit Union, Deferred Compensation Safety, Civicall, ADA-Programs and Services

Day 3: Wednesday, 9:00 a.m. - 4:00 p.m.

Customer Service Basics/Phone Etiquette Training Sexual Harassment, Alcohol/Drug Policy (required for holders of Commercial Drivers Licenses); Prevention of Workplace Violence

Day 4: Thursday, 9:00 a.m. - 4:00 p.m.

Workplace Diversity

Day 5: Friday, 8:30 a.m. - 4:00 p.m.

City Tour & Customer Service Basics/Phone Etiquette Training

Classes Available for Everyone

Computer Classes

Held at The English Center on Fridays, 8:30 a.m. - 3:30 p.m. (Requires supervisors' approval and budget code) Please look for schedule in near future.

City Tour

8:30 - 3:30 Meet in the Employee Lounge

Thursday, January 31

Friday, March 1

ADA Programs and Services

Required for all Supervisors, Police and Fire Personnel, and all staff working with the public; recommended for everyone.

Tuesday, January 29, 2:00 - 4:00 p.m. Tuesday, February 26, 2:00 - 4:00 p.m.

Customer Service Skills (CS 101)

New class required of all employees. First Floor Conference Room, City Hall

Wednesday, January 30, 1:00 - 3:30 p.m.

Wednesday, February 27, 1:00 - 3:30 p.m.

Supervising Customer Service Excellence

Class required of all supervisors. First Floor Conference Room, City Hall

Thursday, January 17, 9:00 - 12:00 a.m.

Tuesday, February 5, 1:00 - 4:00 a.m.

Thursday, February 7, 9:00 - 12:00 a.m.

Workplace Diversity

9:00 - 4:00, City Hall, First Floor Conference Room

Friday, February 1

Thursday, February 28

Management and Supervisory Training (Required for Supervisors when indicated****)

Performance Management (Evaluations) - New computer software application.

To be scheduled with individual departments

Selection Interviewing

9:00 - 2:00, City Hall, First Floor Conference Room

Monday, January 7

Friday, February 8

Constructive Discipline and Grievance Handling

9:00 - 3:00 City Hall, First Floor Conference Room

Thursday, January 10

Wednesday, February 6

Alcohol/Drug and Prevention of Workplace Violence Policy Training

9:00 - 12:00 City Hall,

First Floor Conference

Room

Monday, February 4

Americans with Disabilities Act - Programs and Services

2:00 - 4:00 City

Hall, First Floor

Conference Room

Tuesday, January

29, 2:00 - 4:00 p.m.

Tuesday, February 26,

2:00 - 4:00 p.m.

**"Tentative efforts
lead to tentative
outcomes. Therefore
give yourself fully to
your endeavors.
Decide to construct
your character
through excellent
actions and determine
to pay the price of a
worthy goal. The
trials you encounter
will introduce you to
your strengths."**

NEW AND ADVANCING TEAM MEMBERS

New Hires...

Arts, Culture & Entertainment

Roberta Behrendt, Office Associate V

Building

Sergio Negreria, Inspector Serv. Coord.
Brunilda Garcia, Clerk
Judith Gonzalez, Clerk Typist
Jean LongChamps, Sr. Building Inspector
Angel Alvarez, Sr. Building Inspector
Rita Santana-Locke, Clerk
Yeny Cobo, Clerk
Okwuchi Duru, Clerk Typist

Capital Improvement Projects

Kristin McKew, CIP Administrator

CiviCall/Neighborhood Svcs.

Haydee Ramirez, Administrative Aide I

Finance

Maria Rodriguez, Account Clerk, I

Fire

David Witt, Firefighter I
Real Nadeau, Firefighter I
Steven Martonffy, Firefighter I

Fleet

Victor Garcia, Fleet Service Representative
Ivan Torres, Mechanic II

Human Resources

Myriame Jean-Baptiste, Personnel Tech II
Otera Hart, Personnel Tech I

Information Technology

Juan Osorno, Information Tech Specialist II
Larry Kientz, Information Tech Specialist III

Mayor/Commission

Jose Bermudez, Office Associate V
Madeline Albrecht, Office Associate V
Ariel Pereda, Office Associate V

Neighborhood Services

Vivian Guzman, Director
Lisa Liotta, Comm. Resource Coord.
Olga Vazquez, Homeless Assistance Prog. Coord.

Parking

Zita Duarte, Account Clerk I

Parks and Recreation

Bernadette Dorcely, Municipal Service Worker I
Shirley Lewis, Municipal Service Worker I
Kaylee Alayon, Municipal Service Worker II
Patrick Kenny, Municipal Service Worker II
Joshua Balgobin, Municipal Service Worker II
Sonia Valladares, Administrative Aide I

Police

Eduardo Macia, Police Officer
Carlos Cuellar, Police Officer
Luis Corps, Police Officer
Yael Wiesner, Police Officer Trainee
Al Boza, Office Associate V
Monica Orozco, Dispatcher Trainee
Enid Rodriguez, Communications Operator
Rosemary Joseph, Clerk Typist

Procurement

Adeola Osoba, Buyer
Marta Fernandez, Buyer
Kenneth Patterson, Buyer

Property Management

Santana Caicedo, Electrician
Alvaro Zapata, Electrician
Michelle Hsu, Planning Technician

Public Works/Engineering

Jose Perez, Engineering Assistant I
Maria Hall, Engineering Assistant I

Public Works/Sewer

David Martinez, Pumping Mechanic
Juan Reyeros, Sewer Pipefitter
Sergio Santana, MSW II

Public Works/Water

George Corchado, Water Meter Tech II

Sanitation

Cynthia Neves, Administrative Aide I

Sanitation/SBST

Carlucia Slalymon, Municipal Service Worker I
Richard Duarte, Municipal Service Worker I
Darnell McCartney, Municipal Service Worker I
Gonzales Jones, Municipal

Service Worker I
Lastazer Hammett, Municipal Service Worker I
Tamont Wilson, Municipal Service Worker I
Alvaro Noel, Municipal Service Worker I
Allen Thomas, Municipal Service Worker I
Lasonya Whitaker, Municipal Service Worker I
Yara Esproceda, Municipal Service Worker I
Christian Cabello, Municipal Service Worker I

Promotions

Building

Lorree Brown, Permit Clerk
Carlos Garcia, Permit Clerk

Capital Improvement Projects

Juan DePazo, Sr. Capital Projects Coord.

City Clerk

Maria Martinez, Assistant City Clerk

City Manager

Lilia Cardillo, Agenda Coord.
Judy Hernandez, Office Associate IV

Code Compliance

Anna Sabatino, Administrative Aide I

Finance

Manuel Marquez, Finance Manager

Fire

Brian Morris, Firefighter II

Fleet

Levon Gaters, Mechanic III
Orlando Varela, Mechanic III

Human Resources

Andy Ricardo, Human Resources Administrator I

Information Technology

Oscar Santiesteban, Database Administrator

Parking

Shanmatie Marajh, Administrative Secretary
Victor Hayes, Parking Operation Manager
Alex Ott, Parking Enforcement Specialist II

Parks and Recreation

Michael Schnaider, Recreation Leader I
Police
Richard Weissman, Police Lieutenant
Guillermo Berrier, Police Sergeant
Glassome Wint, Administrative Aide II
Terri Oregon, Administrative Aide II

Public Works/Sewer

Teddy Caiza, Pumping Mechanic

Public Works/Streets

John Kranick, Street Lighting Superintendent

Public Works/Water

Famid Antoine, Water Pipefitter
Jorge Maldonado, Water Pipefitter
Perman Terry, Water Pipefitter
Deo Sunny, Water Pipefitter

Sanitation

Angel Lemon, Waste Collector
Manuel Castillo, Municipal Service Worker II
Linda Lindo, Municipal Service Worker II
Junias Belorme, Municipal Service Worker II
Derrick Jenkins, Municipal Service Worker II
William Lee, Municipal Service Worker II
Tamika Clear, Office Associate IV

Transfers...

Parking

Nelson Veloz, Parking Meter Technician I

Sanitation

Paula Calderon, Office Associate V

Sanitation/SBST

Carlos Clemente, Municipal Service Worker II
Virginia Davila, Municipal Service Worker II
Daniel Rosario, Municipal Service Worker II
Angel Fernandez, Municipal Service Worker II
Darrell Paramore, Municipal Service Worker II
Manuel Castillo, Municipal Service Worker I

Joseph Octave, Municipal Service Worker I
Moraima Fuego, Municipal Service Worker I
King Choute, Municipal Service Worker I
Ignacio Diaz, Municipal Service Worker I
Camille Arne, Municipal Service Worker I
Joseph Vallon, Municipal Service Worker I
Howard Ellis, Municipal Service Worker I
Tashad Joseph, Municipal Service Worker I
Dionisio Castro, Municipal Service Worker I
Angel Lemon, Municipal Service Worker I
Lester Fleurinord, Municipal Service Worker I
Liliane Morissette, Municipal Service Worker I
Jimmy Thornton, Municipal Service Worker I
Marie Joacilien, Municipal Service Worker I



Health BYTES

Stop Back and Shoulder Pain

If you are part of the 2 million Americans who suffer from neck and back pain, the following tips may help to alleviate pressure:

- If you sit at a desk, make sure your chair is at a comfortable height for your computer screen and desktop.
- Take breaks and walk around your workplace to stretch your muscles
- Move frequently used items, such as the phone, within reach to avoid straining
- If your work requires repetitive actions, take regular breaks and adjust your position often. Purchase a wrist guard if typing often.
- If you spend much of your day on the phone, use a headset.

Employee Discounts

products or services.

The following businesses provide employees discounts with proof of City employment identification. The City does not endorse any of these

Bamboo Café
at the South Seas Hotel
25% Discount
1751 Collins Avenue
305-672-7030

Chicken Kitchen South Beach
10% Discount
1429 Washington Avenue
Catering and Delivery Available
305-673-3733

Howard Johnson Restaurant
15% Discount
4000 Alton Road
305-532-4411

Internet Taco
10% Discount
1659 Washington Avenue
305-695-8786

Javier's Cantina Mexicana
30% Discount
805 Lincoln Road
305-925-0050

Mama Vieja Restaurant
Colombian and Int'l cuisine
15% discount
235 23rd Street
305-538-2400

McDonald's
20% Discount on all
extra value meals
Only at 1650 Washington Avenue

Miami Heart Institute
Bayview Cafe
30% Discount
4701 N. Meridian Avenue
305-672-1111

Nexxt Cafe
50% discount
305-532-6643

Poppy Restaurant
50% discount
927 Lincoln Road

Roppongi Sushi & Thai
30% Discount (excluding specials)
706 Lincoln Road
305-604-1777

South Beach Coffee Company
.25 cents for a fresh brewed cup of
gourmet coffee
Valid only at 975 Arthur Godfrey Road
305-532-9494

Texas Taco Factory
10% discount
1608 Alton Road
Drive-thru, eat-in or take-out
305-535-5757

Tiramesu Restaurant
20% Discount
Lunch Only (12 p.m.-4 p.m.)
821 Lincoln Road
305-673-5536

Salon 1000
20% Discount
Hair Design
• Custom Nail Service • Skin Care •
Bodywaxing • Makeup
Forte Towers, 1000 West Avenue
305-531-4614

Selecta Jewelry
1650 Meridian Avenue
20% Discount
• Buy • Sell • Repairs while you wait •
Custom designed pieces
Call 305-534-2525

Clean Machine Laundry & Cleaners
10% Discount
226 12th Street
Alterations • Dry Cleaning • Open 24 hours
• Drop-off Laundry
305-534-9429



Gold's Gym
1400 Alton Road
Enrollment cost will be \$128 plus tax with
monthly fees of \$39.99.
Call 305-538-GOLD

Idol's Gym -IGPrestige
1000 Lincoln Road
Yearly enrollment for \$329
Call 305-532-0089

Surmed
7430 Collins Avenue
305-866-2427
Accept all forms of Humana Insurance
Receive a 10% discount on all in-store
purchases. Free delivery during work
hours (\$20 minium exlcuding prescrip-
tions). Ask for details.



CRB Mortgage
Offering savings of \$1,000 in closing
costs for purchases or refinancing.
Contact Maria Lacayo-Martinez at
305-271-0455.

SunTrust Bank
1/4% discount on standard pricing of
equity lines and loans. \$0 Closing Cost for
loans up to \$100,000. *Valid only at 1111
Lincoln Road Office* and is subject to credit
approval. Contact Bill Thiele, Manager, at
305-674-5253.

Enterprise Rent-A-Car
Special discounted rates
Call 1-800-854-5834
2381 Collins Avenue
Refer to Account No. H17384

Maroone Auto Plaza
Fleet • Corporate Division
Foreign • Domestic
Most new makes and models 1% to 3%
over dealer cost. Contact Melissa Shires,
8600 Pines Blvd, Pembroke Pines, 954-
438-3227 or toll free 1-800-CAR-COST.

Phil Smith of Homestead
29700 South Dixie Hwy
2% over dealer's invoice minus factory
rebate to customer. Chrysler-Jeep and
Mazda models. Contact Richard Pross or
Max McGuffie at 305-248-4500. Mazda
models will sell for 2% over dealer's price.

Expressway Toyota
150 N.W. 79 Avenue
1-3% over original manufacturer's invoice
price on new, pre-owned and limited
production vehicles (subject ot availability)
Contact Sheila Korn, Corp. Sales Manager,
for appointment (10 a.m.-6 p.m.) at
305-261-2181, Ext. 320 or call pager at
954-221-1377

**Purchase vehicles at 1% -3% Over
Original Invoice**
Open to employees and their immediate
families. Includes new and pre-owned
vehicles. Contact Jerry Cristodero, Ed
Morse Automotive Group, for further
information at 954-777-7703.

Enjoy Sailing!
Club Nautico is waving membership fees
(\$400/annually) to all employees as well
as 40% off a half day(4 hours) or full-day
(8+ hours) boat rentals. Boat operator
must know driving rules of the sea or can
hire a Captain for an additional fee.
Contact Greg Love at 305-673-2502 for
more.

More Employee Discounts!

The following businesses provide employees discounts with proof of City employment identification. The City does not endorse any of these products or services.

Miami Heat discounts!

Offering tickets in the Lower Bowl for just \$30/game. Purchase season tickets, which include exhibition games for free and exclusive events with Heat players and coaches, and receive special parking rate at the MDCC garage for \$9. Contact Arlene Dismont at 786-777-1000.



Auto Lease Specials

Miami Beach Federal Credit Union will match any advertised monthly auto lease payment on any new or used model. Contact Carlos Jimenez at 305-531-8713, ext. 13.

Become a BJ's Wholesale Club Member

Receive a 15-month membership for \$30.00. Includes 2 cards. Contact Connie Szarka for further information at pager 305-516-4255

Eckerd Express Photo Center

10% off 1-hour, next-day photo processing, reprints and enlargements and camera accessories. 20% off cameras. Valid only at Eckerd stores from Bal Harbour down to South Beach. Must show employee I.D.



Car Wash Special

Alton Road Baywash is offering a \$5.00 discount on

their car wash packages. Deluxe Wash is \$11.50, Works Wash is \$15.50. Located at Mobil Station, 1840 Alton Road. 305-534-1143.

Comets Cheerleading and Dance

10% discount to employees. Classes for ages 5-18. 7003 North Waterway Drive, Suite 215. Call Ana Galvan, 305-267-3850, for further information.

Animal Hospital/ Pet Care

Miami International Hospital, 9 Westward Drive, Miami Springs, offers 15% off all medical treatments. Cat Spay \$40; cat neuter \$30; dog spay 55 and up. Vaccinations, \$50 for cats, \$69 for dogs. Open to employees and their immediate families. 24-hour emergency care. Call 305-885-2000.



PAL Gym Workout

The New Miami Beach PAL state-of-the-art Gym in Flamingo Park is now open.

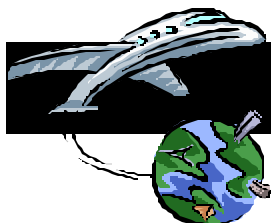


Special rate for City Employees: \$15 Monthly Fee

Hours of Operation:

Monday - Friday
6:00 a.m. - 8:00 p.m.
Sat. : 7:00 a.m. - 1:00 p.m.
Sunday-Closed
Call Peter Chin Tai at
305-531-5636, ext. 22

Travel Discounts



For information on travel and other discounts, visit the Human Resources Department to request membership cards.

Anheuser-Busch Theme Parks - Club USA Card

Discount Program for members at all nine Anheuser-Busch Theme Parks across the USA. To book your vacation, call 1-800-55-SHAMU.

Disney's Magic Kingdom Club

Variety of discounts for the theme parks, hotels, vacation packages, selected shops and restaurants. For more information, call 1-800-272-4707.



Best Western, Plaza International

8738 International Drive, Orlando - Two miles to Universal Studios and Sea World. 1-800-654-7160.

Universal Studios Florida Fan Club

The Fan Club entitles you to 10% discount on admission (up to six people) to the park, 10% discount on regular priced merchandise at participating Spencer Gift stores, and a 5% car rental discount at Avis Rent-A-Car

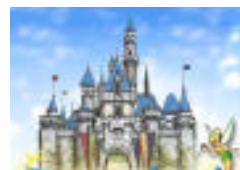


Passport to Magic

Great discounts at nearby hotels and free shuttles to all Disney theme parks. Membership cards also good for value season dates and other discount information. Call 1-800-ENJOY-FL.

Golden Passport Membership Card

Special rates and packages to Disney area hotels. Free transportation to all three Walt Disney World theme parks. Complimentary Sea World and Universal Pass with three consecutive night stays (valid dates vary). Howard Johnson Inn - 6051 W. Irlo Bronson Hwy, Kissimmee - Two miles from Disney World and Epcot, 1-800-288-4678.



Miami Seaquarium

20% discount on admission (up to six people, 10% discount on food and merchandise. Special pricing on 12-month passes. 4401 Rickerbacker Causeway. 305-361-5705.



Classifieds

PERSONAL CARE

ATTENDANT WANTED

Personal care attendant needed for woman with a disability. Duties include personal care and light housekeeping. Part-time hours. Must have reliable transportation to commute to Downtown Miami. Call Heidi, days, at 305-673-7000, ext. 6983.

HOUSE FOR SALE

730 S.W. 71 Way, Pembroke Pines
3/2 with 1.5 Car Garage. Mrs. Clean lives here! Has fully screened patio with large landscaped backyard. Lot size 100x70. Fully tiled with all appliances, including ceiling fans, window treatments, alarm. Central AC, gas water heater and clothes dryer. New hurricane shutters and more! Asking \$140's. Call 305-710-4214.

HOUSE FOR SALE

36 N.W. 60th Street
2/1 with huge backyard, new roof and doors, electrical upgrades. Newly painted inside and out, with new kitchen cabinets, ceiling fans! Tiled floors throughout. Please call Julio for appointment at 305-469-5632, 305-621-5623 or 305-673-7000, x6881; or email RealEstateDeal4U@hotmail.com. Asking \$57,900.

BOAT FOR SALE

24' Open c/c, 93'225 HP Johnson motor, new t-top w/ electronic box, new alum. tandem trailer with 2 years left under warranty. New Garmin G-map gps/sounder with chip and VHS, radio am/fm cassette pull out radio. Also has custom cutting board w/light new 29 gallon livewell, built-in tackle box. Loaded with too many extras too mention! Passed USCG inspections every year! All receipts available. Water tests available. Call Julio at 305-469-5632, 305-621-5623 or 305-673-7000, ext. 6881; RealEstateDeal4U@hotmail.com Asking \$14,500 obo.

P.C. UPGRADE

Need more memory or a new hard drive? How about a faster processor or modem? Call Oscar at 305-559-6152, between 7:00 p.m.-9:00 p.m., to upgrade your computer.

DOLLMAKING CLASSES

Porcelain dolls • Custom-made modern and antique reproductions • Repairs. Call Teresa

Happy Birthday to You



January 1 Charles Butler William Smith, Jr. Yanier Gener Evette Phillips Gonzalez Jones	January 2 Orlando Del Sol Maria Lorenzo Betty Huntsman Anthony Throupe Natalie Gomez Fred Beckmann	January 3 Douglas Dozier Vincent Francese Leonardo Gonzalez Paul Raymond Gerard Witowski	January 4 Antonia Bucacci Robin Henson Jose Izquierdo Thomas Lederman Mauvett Rattigan	January 5 Tasha Byars Carolyn Chin Eric Schultz Guillermo Gonzalez Kaylee Alayon
February 1 Lorie Andolina Robert Lawrence Keith Keyes Mario Alexandre	February 2 Martin Ackerman Simon Cruz Freddie Dennis Robert Quintana Jorge Sanabria Sean Niemeier-Roark	February 3 Eduardo Carranza Janet Iwanicki Stacy Joseph William Lee Deryck Norman Lorena Menezes Madeline Reisler	February 4 Thomas Blanco Richard Clements Paul Elledge Mercedes Garrett Arnaldo Guillen Benjamin Smith Charles White Carlicia Slaymon	February 5 Jimmie Green, Jr. Christopher Mitchell Luis Carlos Wong
January 6 Gillermo Baez Kenneth Cole Susana Giraldo Enrique Mestre Kevin Millan Duane Mitchell Seth Rosenthal Andres Villareal	January 7 Michael Denniston Joseph Florio, Jr. Dania Granados Thomas Samperi Emilie Fayle Thomas Ratner T.C. Adderly Ricardo Anton Peter Bitume Eddie Martinez Samuel Mitchell, Jr. Michael Postell Silvia Prieto Claxton Williams Exantis Jeune	January 8 William Gonzalez Barbara Kovachich Eugenio Rodriguez Scott Flanagan Edgardo Avila Permanand Balbachan Miguel Luna, Jr. Charles Newton William Turner Lori Wieder Catherine Gonzalez	January 9 Albert Anderson, Jr. Thomas Cox Carlos Garcia Jerry Williams Lasonya Whitaker Carlos Lezcano Marc Hochstadt Ramona Miranda Michael Pryor Tim Rice Evelio Valcarcel Nayra Villate Arshad Viqar Eliseo Zacarias Ana Alarcon Ricardo Arias Julio Blanco Leslie Butler Walter Coolidge, Jr. Lyssette Cripps	January 10 Jerri Cohen Renae Louis Barbara Sanchez Glenda Sridhar Richard Weissman Erik Berg Dwayne Drury Patricia Fernandez Robin Garber George Ledon Terrie O'Regan Luis Sahuquillo
January 11 Francisco Del Castillo Jessica Pereyra Angel Rivera Juan Sanchez	January 12 Domingo Macias Cathy Tighe Dayamine Garin Jason Dole Steven Korb	January 13 Bruce Gipson Jorge Maldonado Robert Miles William Priegues Jeffrey Boyer	January 14 Jorge Chartrand Humberto Crespo Nelso Cubides Gerard Falconer Jorge Regojo Henry Patino Maribel Ramirez Sam Wood John Corley Cara Crone Van Davis Daniel Erben Terrance Grayer Guadalupe Ferran	January 15 Randall Gordon Lavulla Jones Harry Morgan III Susan Kalver Jorge Martinez Ann Rabinowitz
January 16 Deana Alperovich Lee Amato Valareena Fernandes Seth Jasovsky Dale Kleckner Albert Knight Paul Masters Juana Quiles Clifford Sparks Demar Woodson	January 17 John Bambis Leo Krug Beatriz Munoz Alfredo Perez Mark Deen Rafael Moreno Arielle Guerrier	January 18 Emmanuel Bastos Jonathan Brudzinski Chimene Grayer Deborah Travis Judith Gonzalez Frank Connolly Gary Kluger Peter Shomers Alexander Torres	January 19 Ronald Caplan Miguel Gallego William Morrison James Stamos Candida Hernandez Gail Poe-Liu Gilbert Moreira	January 20 Bravid Harris Jesus Reyes Amel Soto Nilda DeArmas Andrew Gorny Clifton Leonard Jose Ozuna Patrick Ryan
January 21 Mark Bray Donald Evers Mark Hallman Roderick Hinnant Lilliane Morissette Michelle Hsu Nathan Pope Raul Soria Jody Vargas	January 22 Laura Bartel Lavoris Brown Liesel Gras Robert Jenkins Gwendolyn Resper Nelvin Stephenson Ira Walden Wayne Jones Phoebe Kaizer Ellen Knight Ivan Marquez Lonnie Spears Kendall Wagner	January 23 Ronald Ring Virgil Scott Helen Cabral Linton Graham Newell Wilder III	January 24 Anna Berastegui Timothy Houser Carlos Clemente Robert Hernandez Renato Stewart David Williams Jimmy Williams	January 25 Tanya Guyton Vrinda Kumar Patrick Quinlan Victor Martinez Victor Rybalka Johnathan Creel Carlos Devarona Luis Francisco Okwuchi Duru
January 26 Christopher Focarazzo Alfredo Amaya Debora Hart Samantha Hester James McDaniel John Gresham Sidney Reese III Marija Surev Bertran Walthour	January 27 Virginio Davila Nuria Diaz Stephan Hofmann Laura Orozco Anthony Shaw Kent Bonde Maria Ferrer Thomas Fillyaw Timothy Goltzene Judy Hoanshelt Michael Jaccarino Elizabeth Jauregui Albert Lundy Gary Milano Frederick Solomon John Toledo	January 28 Raul Aguila Paco Basantes Carmen Carlson Antonio De La Hoz Ofelia Levy Jack Richardson, Jr. David Tracey Armando Vega Bruce Wareing Hamid Dolikhani	January 29 Hilton Cordero Patrice Lawrence Felix Ortega Jorge Pernas Denise Johnson Anthony Whyte	January 30 Kristine Mendoza Patricia Schneider Dale West Shirley Lewis Real Nadeau Maria Rojas
February 26 Diane Anton Thomas Depledge David Dykes Jean Olin Freddy Rodriguez Amy Rosen-Jenkins				

Happy Birthday!



March 1 Janet Camano Lopez Edwin Rivera Angel Vazquez Manuel Villar April 1 Charlton Price Rigoberto Mantecom	March 2 Joseph Dmytriw Carlos Noriega Charles Frear George Headley Patricia Gould Carlos Cuellar April 2 Bernie Ruder William Cary	March 3 Lisa Martinez Henry Herranz Manuel Moraga Juan Iglesias Rachel Garick April 3 Richard McConachie William Rosenstein Paul Sumner Wanda Texon Steven Cumbo Tangela Kimbrough	March 4 Carla Dixon-Vincent Jed Burger Barry Carroll April 4 Carolyn Johnson Robaerto De La Fuente Joseph Reilly James Lawrence Toniann Diaz Matilde Bower Susan Lichtstein Stark	March 5 Arthur Chapman Shawnee Coney Mario Diaz April 5 Alpha Mashack, Jr.
March 6 Gonzalo Sanabria Sandra Meyer Keith Yuhr Alexandra Bermudez Alvaro Lopez Helen Bowen David De La Espriella Kyle Whitcomb April 6 Michael Lynch Reinaldo Casas Mary Greenwood Nathaniel Frazier Brunilda Garcia	March 7 Carlos Gil St. Lifete Dorcelly Charles Garabedian April 7 James Harley Albert Prieto Boris Rodriguez Famid Antoine	March 8 Barbara Taylor Bruce Songdahl Jose Alfonso Kenneth MacLeod Jose Lopez Guillermo Berrier Martin Dionne Edmond Bernard Michelle Cullen April 8 Guillermo Orozco Francisco Diaz	March 9 Dagoberto Toranzo Elyse Sitomer Timothy Roll Wallace Neumann, Jr. April 9 April Hirsch Gustavo Sanchez Jose Pardo Theresa Buigas Eric Garcia	March 10 Csaba Kondorosi April 10 Ronald McHugh Gary Ortega Anthony Shelley Roberto Binelli Mirko Vasilievich William Collado
March 11 Pablo Jimenez Thomas Lincoln Edward Clayton Richard Sanchez Otera Hart April 11 Jose Martinez, Jr. Kelly Reid Daniel Sullivan Leonardo Seda Shanmatie Marajh	March 12 Cary Johnson Eddie Byars Irma Abalos Patricia Hipple April 12 Michael Auch Samuel Azicri Amy Ashton	March 13 Luis Ortiz Francisco Martinez Paulette Rolle Ronald Delancy Gerald Wile William Lane Rachel Kasow April 13 Garry Larkin Boyle Pierre Francois Betancourt Santana Caicedo	March 14 Timothy McKee Jeanette Burney April 14 Rose Drayson Louis Alberti Glenn Rolle Dionne Ireland Margarita Fernandez Demerite Pierre-Louis	March 15 Gerard Zebrowski Donald Papy Hyok Chong April 15 Ronald Francis Gregory Baldwin Diley Fuentes
March 16 Patricia Buck George Corchado David Dermer Philip Wirth April 16 William Howard Alberto Otero	March 17 Patricia Perez John Anthony Michael Hartnett Regla Travieso Derrick Wheeler Patricia Becerra Kenneth Wierleski Eugene Newton Harry Stratton April 17 Lorenzo Han James Quinlan Melissa Cardona	March 18 Shannon Madison April 18 Carlos Mazariegos Teresa Maria	March 19 Ramiro Inguanzo Villarreal Nino Laura Franco-Rubines Olivia Mooney Max Sklar Alexander Diaz April 19 Eileen Nelson June Nelson Ivo Martinez	March 20 Ivan Rodriguez Laurel Perrero Mauricio Suarez April 20 Roberto Gavalda Joseph Johnson, III Alberto Copperi Alejandro Fernandez
March 21 Philip Azan Mercedia Williams Susan Smith Thedis Carries Stanley Garvin Manuel Castillo Sonia Valladares April 21 Michael Alvarez Jacob Sachs	March 22 Cornelius O'Regan Alba Estrada Valerie Schwank-Hasbani April 22 James Llewellyn Edward Gonzalez Lawrence Levy	March 23 Russell White III Yamilex Morales Erica Shafir April 23 Henry Oppenborn, II Brad Judd Sinol Hospedales Danis Palma Jose Bermudez	March 24 John Garvey Enrique Doce Nelson Gonzalez John Quade Felix Abreu Derrick Smith April 24 Deo Sonny	March 25 Luis King Sheila Taft George Varon Mario Rodriguez John Di Censo April 25 Denis Liburd Mayra Morales Steven Feldman Enid Rodriguez
March 26 James Mahle Jeffrey Ornest Jack Streib Stacy Williams McCrae Gloria Cuevas April 26 Fernando Baca Brenda Becke	March 27 Lawrence Hankoff Michael Keenan Catherine Espinosa Michael Somberg Rosario Rodriguez April 27 Ramon Duenas Pedro Jimenez Richard Anastasi Lilia Cardillo Cayetano Garcia Fitz Mitchell	March 28 John Visser Charles Brown, Jr. Adonis Garcia Javier Fulgueira April 28 Nelson Hobbs, Jr. Georgina Echert Mary Heaton Jimmy Thornton	March 29 Danny Reid Ronald Helpand Vincente Canete April 29 Steven Phillips Anita Bergier William Pacheco Valerie Montgomery Antonio Infante Diego Lugo	March 30 Miguel Del Campillo Anthony Mincy William Bryant March 31 Walter Carroll Edward Thorpe William Arnold Mark Causey